

2.0 Tool 1: Credential Elements and Credential-Level Classification

This section of the manual provides the specific information that States will need to collect and then examine or verify prior to registering and classifying healthcare volunteers from a specified set of occupations. Beyond this list of occupations, a State may register volunteers from any other occupation it chooses. The standards and requirements for including additional occupations are left to the States.

ASPR feels that the 20 healthcare occupations described in tables 1-2 to 1-21 are critical to rendering aid in a disaster and must therefore be included in each State's registration system. The three criteria ASPR uses for identifying such critical healthcare occupations are as follows:

- The occupation is consistent with the Standard Occupational Classification System published by the U.S. Office of Management and Budget and has discrete duties and responsibilities;
- The primary duties and responsibilities of the occupation are to provide direct patient care or services that assist with direct patient care (or assist in providing care to populations); and
- Verifiable and obtainable credentials must exist for the occupation.

ASPR may identify additional occupations for inclusion in State registries at a later time. States may, at their own discretion, add additional occupations to their registry.

2.1 Credential Levels

To make the most effective use of healthcare workers who may have varying levels of clinical competency, ASPR has also developed a system of classifying and assigning volunteers into one of four "credential levels." Following is a basic description of what is required for assignment to each credential level, why each credential level was developed, and how volunteers in each level might be used in a disaster.

ESAR-VHP Credential Level 1

Level 1 ensures that an adequate supply of hospital-qualified health professionals is available to work in hospitals in times of an emergency. Hospital-qualified health professionals are distinguished from other health professionals through a rigorous and constant review of credentials and performance. ASPR standards for assignment to Credential Level 1 were developed in consultation with the hospital industry and reflect the level of review hospitals would require before accepting a volunteer into their facility.

Assignment to Level 1 requires confirmation that the volunteer is clinically active in a hospital, either as an employee or by virtue of having hospital privileges. Implicit in this requirement is the ability to practice in a full and unrestricted manner within the State and meet other occupational specific qualifications identified later in this document.

ESAR-VHP Credential Level 2

Level 2 ensures the availability of highly qualified individuals who may deliver services in a wide variety of settings such as clinics, nursing homes, and shelters. Typically, these health professionals possess all the credentials and qualifications of a Level 1 health professional except that they are not employed in a hospital nor do they have hospital privileges.

Assignment to Level 2 requires confirmation that the volunteer is clinically active in any setting other than a hospital (e.g., clinic, private practice, nursing home, etc.). Implicit in this requirement is the ability to practice in a full and unrestricted manner within the State and meet other occupational specific qualifications identified later in this document.

ESAR-VHP Credential Level 3

Level 3 classifies individuals who meet the basic qualifications necessary to practice in the State in which they are registered.

Assignment to Level 3 requires verification of a volunteer's license, certification, or other State requirement to practice. In situations where the State does not govern a profession, ASPR has identified requirements that are deemed to be usual and customary for employment in the profession, which must be verified.

ESAR-VHP Credential Level 4

Level 4 classifies individuals who have healthcare experience or education in an area that would be useful in providing basic healthcare not controlled by scope of practice laws and to assist clinicians.

Assignment to Level 4 requires that the volunteer possess verified documentation of healthcare education or experience. This level may include, but is not limited to, healthcare students or retired healthcare professionals who no longer hold a license.

2.2 Credential Elements

Table 2-1 lists, in the aggregate, the credential and qualification information that an ESAR-VHP system must currently be able to collect and verify. However, the number and type of credentials required of each applicant can differ from profession to profession. For example, the ESAR-VHP system collects information on DEA registration only from applicants whose professions allow them to prescribe or dispense medication. Similarly, not all occupations require a State license or other State authorization to practice.

Note that the only requirement that must be met by all volunteers types across all credential levels is that the individual not be included on the U.S. Department of Health and Human Services, Office of the Inspector General's, List of Excluded Individuals/Entities (LEIE). Individuals whose name appears on this list, and employers who employ them, are excluded from participating in Federally funded programs such as Medicare and Medicaid. This is available at <http://oig.hhs.gov/fraud/exclusions/listofexcluded.html>.

Table 2-1. Master List: ESAR-VHP Required Credentials and Relevant Verification Authorities

Credential	Evidence of Credential or Qualification	Verification Mechanism
Unencumbered, current, professional license or other State authorization to practice	Unencumbered, current, professional license or other State authorization to practice	Verification from appropriate State licensing board
Certification/registration	Profession-specific certification or registration	Depending on occupation, verification from issuing organization or self-report
Professional specialty certification	Profession-specific specialty certification	Depending on occupation, verification from issuing organization or self-report
Clinically active in a hospital	Current clinical practice in a hospital, either as an employee or via possession of clinical privileges	Verification from hospital
Clinically active	Current clinical practice in any setting other than a hospital	Verification of employment from employer or, in the case of a private practitioner, from a professional peer
DEA registration	Documentation of DEA registration granting prescriptive privileges	Verification from Drug Enforcement Administration
Record of adverse actions	Applicant has no active disciplinary action against license, certification, or privileges	Depending on occupation, verification To Be Determined (TBD)*
Inspector General status	Applicant is not excluded from participating in any Federally funded healthcare programs	Verification from State that applicant does not appear on the current DHHS-OIG List of Excluded Individuals/Entities (LEIE)
Education	Professional degree or diploma	Verification from educational institution
Experience	Documentation of experience	Verification from employer

*ASPR is exploring means of identifying adverse actions taken against the licenses or certifications of health professionals. With respect to physicians and physician assistants, ASPR has established an agreement with the Federation of State Medical Boards (FSMB) to provide information on adverse actions taken against physicians and physician assistants seeking to register as ESAR-VHP volunteers. States should work with ASPR to obtain access to it and are required to query to this database.

Tables 2-2 to 2-21 below explain the scope of work for each of the 20 professions included in this document. They also define, per profession, the set of credentials that must be collected, verified, and then used in assigning a volunteer-applicant to a credential level.

The certifying bodies and the certifications/registrations that need verification as a condition for credential level assignment appear in appendix A. Only credentials from these organizations are

acceptable for assignment to a credential level. Verification authorities for credentials that are required, but do not enter into a credential-level determination, are listed in appendix B.

The tables 2-2 to 2-21 display the credential-level requirements for each profession, with the occupations grouped alphabetically under one of two categories: (1) health-diagnosing and -treating professions, followed by (2) health technologists and technicians.

The left-hand column displays the credentials that ASPR requires of a volunteer-applicant during registration. The check marks in columns numbered 1, 2, 3, and 4 identify the occupation-specific credentials ASPR requires per profession. Once verified, these data will determine the relevant credential-level for an applicant. Upon assignment to a credential level, the applicant achieves volunteer status. If a State cannot verify all the credentials needed to assign the applicant to one of the four levels, the applicant cannot be accepted as a healthcare volunteer. Notes under the tables describe special circumstances associated with a particular credential for that occupation.

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Healthcare Diagnosing and Treating Professionals

Advanced Practice Registered Nurse (APRN)

The advanced practice registered nurse is a registered nurse who has met the educational and clinical-practice requirements for working as a nurse practitioner, clinical nurse specialist, certified nurse midwife, or certified nurse anesthetist, and has passed an advanced practice certification exam. APRNs are State-approved to practice collaboratively with, or independently of, another healthcare professional in a range of settings: home, hospital, institution, office, industry, school, community agency, public or private clinic, private practice, etc.

Services include diagnosing and managing common acute illnesses and chronic stable conditions, making referrals, and conducting comprehensive healthcare assessments focused on health promotion and disease prevention.

APRN credentials that require verification for credential-level assignment are shown below.

Table 2-2. Advanced Practice Registered Nurse: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration				
Specialty certification†	✓	✓	✓	
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions	TBD	TBD	TBD	
Inspector General status	✓	✓	✓	✓
DEA registration ^{§§}	✓	✓		
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice:* All States that allow APRNs to practice in their State require APRNs to acquire an additional license specifying in which category they fall. Depending on the State, the State may issue either a separate license or add a special designation to the APRN's RN license. As of March 2006, Georgia was the only State that did not recognize APRNs in some capacity.

Some APRNs have been grandfathered into the profession. Even if not master's degree-prepared or certified by a national certifying organization, they still retain the authority to practice as an APRN.

† *Specialty certification:* APRN categories and specialties within the category and their verification authorities are listed by category in appendix A. Verification can be done through State licensing boards.

§§ *DEA registration*: Only nurse practitioners are eligible to obtain a DEA license, and then only in some States. Verification of a DEA license is required only for an NP in States allowing NPs to prescribe medications.

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Clinical Social Worker (CSW)

Clinical social workers provide mental health services for the prevention, diagnosis, and treatment of mental, behavioral, and emotional disorders in individuals, families, and groups. Their goal is to enhance and maintain their patients' physical, psychological, and social function.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. Although not needed to qualify as an ESAR-VHP volunteer, these credentials may provide useful information about a volunteer's capability in an emergency.

CSW credentials that require verification for credential-level assignment are shown below.

Table 2-3. Clinical Social Worker: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

Dentist (DDS)

The dentist diagnoses, prevents, and treats diseases, injuries, and malformations of the teeth, gums, and related oral structures. Dentists fill cavities, straighten teeth, and repair fractured teeth. They also extract and replace missing teeth, treat dental tissue-disease affecting vitality of teeth, and provide instruction on diet as related to dental health. The dentist may also possess a State-issued certificate to administer general anesthesia in an office setting.

DDS credentials that require verification for credential-level assignment are shown below.

Table 2-4. Dentist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration				
Specialty certification				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions	TBD	TBD	TBD	
Inspector General status	✓	✓	✓	✓
DEA registration	✓	✓		
Education or Experience				✓

✓ Verified credential

Marriage and Family Therapist (MFT)

A marriage and family therapist is a mental health professional trained in psychotherapy and family systems and is qualified to diagnose and treat mental and emotional disorders within the context of various family systems.

MFT credentials that require verification for credential-level assignment are shown below.

Table 2-5. Marriage and Family Therapist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓Verified credential

* *Unencumbered license or equivalent State authorization to practice:* As of March 2006, 48 States licensed or certified marriage and family therapists.

Mental Health Counselor (MHC)

A mental health counselor counsels individuals and groups in order to promote optimum mental health with an emphasis on prevention. MHCs help people deal with addiction and substance-abuse; family-, parenting-, and marital-problems; suicidal thinking; stress management; problems with self-esteem; and issues associated with aging and mental and emotional health.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capability in an emergency. For a list of these credentials, see appendix B.

MHC credentials that require verification for credential-level assignment are shown below.

Table 2-6. Mental Health Counselor: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice:* As of March 2006, California and Nevada do not license or recognize mental health counseling. Guam and the Virgin Islands also do not license the profession.

Pharmacist

A pharmacist compounds and dispenses medications according to prescriptions from physicians, dentists, or other State-authorized practitioners allowed to prescribe medicine. Pharmacists provide information to patients on the use of medicines and advise healthcare practitioners on the selection, dosage, possible interactions, and side-effects of medication. Most pharmacists practice within the general practice of the profession, but a pharmacist can acquire one or more specialties.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capacity in an emergency. For a list of these credentials, see appendix B.

Pharmacist credentials that require verification for credential-level assignment are shown below.

Table 2-7. Pharmacist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration ^{§§}				
Education or Experience				✓

✓ Verified credential

§§ A pharmacist is not required to have an individual DEA license in order to dispense drugs provided they work in an institution (e.g., hospital or drug store) that possess an institutional DEA license. Thus, verification for credential level is only required if the volunteer provides a DEA license number on the application form.

Physician (MD and DO)

The doctor of medicine (MD) and the doctor of osteopathy (DO) are licensed in every State to practice medicine and perform the most complex procedures by virtue of education, training, and demonstrated competence. The MD or DO can practice as an employee of a healthcare facility or as an independent practitioner granted privileges to admit and treat patients in a hospital.

A variety of specialty certifications are available to physicians from board-certifying organizations such as the American Board of Medical Specialties (ABMS), the American Osteopathic Association (AOA) specialty boards, and other organizations. The ESAR-VHP Program requires the collection and verification of specialty-certification data from the ABMS and AOA for physicians because it helps identify the particular area of medicine in which the physician has been trained and has demonstrated competency.

MD and DO credentials that require verification for credential-level assignment are shown below.

Table 2-8. Physician: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice	✓	✓	✓	
Certification/registration				
Specialty certification/registration*	✓	✓		
Clinically active in a hospital ^{§§}	✓			
Clinically active		✓		
Record of adverse actions	✓	✓	✓	
Inspector General status	✓	✓	✓	✓
DEA registration	✓	✓		
Education or Experience				✓

✓ Verified credential

* *Specialty certification/registration*: Certifying bodies and the certifications they offer appear in appendix A, first for MDs and then for DOs.

^{§§} ***Clinically active in a hospital***: In addition to verifying Specialty certification/registration, States must also verify the specialty in which the volunteer reports having privileges. This is necessary since many physicians have privileges in areas in which they are not board certified.

Physician Assistant (PA)

Physician assistants practice medicine under the supervision of physicians and surgeons. They should not be confused with medical assistants, who perform routine clinical and clerical tasks. PAs are formally trained to provide diagnostic, therapeutic, and preventive healthcare services, as delegated by a physician. Working as members of the healthcare team, they take medical histories, examine and treat patients, order and interpret laboratory tests and X rays, and make diagnoses. They also treat minor injuries by suturing, splinting, and casting. PAs record progress notes, instruct and counsel patients, and order or carry out therapy. In 48 States and the District of Columbia, physician assistants may prescribe medications. PAs also may have managerial duties. Some order medical supplies or equipment and supervise technicians and assistants.

PA credentials that require verification for credential-level assignment are shown below.

Table 2-9. Physician Assistant: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration†	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions	✓	✓	✓	
Inspector General status	✓	✓	✓	✓
DEA registration	✓	✓		
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authority:* Not all States license PAs. However, PAs are able to practice in all States under a license or other specified State authority.

† *Certification/registration:* To practice in any State, a PA must pass the certifying examination administered by the National Commission on Certification of Physician Assistants.

Psychologist

Psychologists diagnose and evaluate mental and emotional disorders, the behavioral aspects of physical disorders, and use tools such as cognitive-behavioral and interpersonal psychotherapy and hypnosis to treat patients. They conduct interviews and psychological tests, and may conduct complex treatment programs, sometimes in conjunction with physicians or other medical specialists.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capability in an emergency. For a list of these credentials, see appendix B.

Psychologist credentials that require verification for credential-level assignment are shown below.

Table 2-10. Psychologist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration*				
Specialty certification/registration				
Clinically active in a hospital [†]	✓			
Clinically active		✓		
Record of adverse actions	TBD	TBD	TBD	
Inspector General status	✓	✓	✓	✓
DEA registration [§]	✓	✓		
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice*: Scope-of-practice laws within a State may vary; some States limit practice to a psychologist specialization (e.g., school psychologist).

§ *DEA registration*: Psychologist has a verified current DEA registration. Psychologists have prescriptive privileges in a limited number of States and Territories. DEA information will need to be collected and verified in these jurisdictions only.

Registered Nurse (RN)

A registered nurse assesses patient healthcare problems and needs, develops and implements nursing-care plans, maintains medical records, and administers nursing care to ill, injured, convalescent, and disabled patients. An RN also advises patients on healthcare maintenance and disease prevention or provides case management.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capability in an emergency. For a list of these credentials, see appendix B.

RN credentials that require verification for credential-level assignment are shown below.

Table 2-11. Registered Nurse: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice	✓	✓	✓	
Certification/registration				
Specialty certification/registration [TBD]				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

Respiratory Therapist

A respiratory therapist (RT) assesses, treats, and cares for patients with breathing disorders. He or she assumes primary responsibility for all respiratory care modalities. An RT initiates and conducts therapeutic procedures; maintains patient records; selects, assembles, checks, and operates equipment; and supervises respiratory technicians.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capability in an emergency. For a list of these credentials, see appendix B.

RT credentials that require verification for credential-level assignment are shown below.

Table 2-12. Respiratory Therapist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice:* As of March 2006, all States except Alaska and Hawaii require RTs to possess a verified, active, unrestricted State license to practice or a certificate. Although RTs are not licensed in all States, employers look favorably on those individuals with certification or registration from the National Board for Respiratory Care.

Veterinarian

A veterinarian is a medical professional whose primary responsibility is to protect the health and welfare of animals and, by extension, people. He or she diagnoses, treats, and controls animal diseases, and advises owners on proper care of pets and livestock. He or she ensures a safe food supply by maintaining the health of animals raised for human consumption.

Veterinarians are essential practitioners in the food safety industry. Veterinarians can be livestock inspectors, check animals for transmissible diseases, and advise owners on treatment and quarantine of animals. Veterinarians who are meat, poultry, or egg product inspectors examine slaughtering and processing plants, check live animals and carcasses for disease, and enforce government regulations regarding food purity and sanitation.

Various nongovernmental organizations offer certification or registration to individuals in various specialties within this profession. These credentials are not needed to qualify as a volunteer but may provide useful information about a volunteer's capability in an emergency. For a list of these credentials, see appendix B.

Veterinarian credentials that require verification for credential-level assignment are shown below.

Table 2-13. Veterinarian: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice		✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital				
Clinically active		✓		
Record of adverse actions				
Inspector General status		✓	✓	✓
DEA registration		✓		
Education or Experience				✓

✓ Verified credential

Healthcare Technologists and Technicians

Cardiovascular Technologist and Technician

Cardiovascular technologists and technicians conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. They may conduct or assist in conducting electrocardiograms, cardiac catheterizations, and testing for pulmonary-functions, lung capacity, and similar tests.

Cardiovascular technologist and technician credentials that require verification for credential-level assignment are shown below.

Table 2-14. Cardiovascular Technologist/Technician: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration†	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice:* As of March 2006, only South Carolina licenses cardiovascular professionals. Pennsylvania, Ohio, New Jersey, Texas, California, and Virginia all recognize cardiovascular professionals, but do not license them; these six States essentially are excluding cardiovascular professionals from radiology laws, which can be restrictive in some working environments.

† *Certification/registration:* Verification of certification/registration is required only if States do not require this occupation to be licensed. Certifying bodies and the certifications/registrations they offer appear in appendix A.

Diagnostic Medical Sonographer

Diagnostic medical sonographers produce ultrasonic recordings (noninvasive high-frequency sound waves) of internal organs used by physicians to diagnose many different types of conditions.

Diagnostic medical sonographer credentials that require verification for credential-level assignment are shown below.

Table 2-15. Diagnostic Medical Sonographer: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice				
Certification/registration	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

Emergency Medical Technician (EMT) and Paramedic

Emergency Medical Technicians assess injuries, administer emergency medical care, extricate trapped people, and transport injured or sick persons to medical facilities. Training and registration of individuals in this profession is available at three levels of increasing complexity. The EMT-Basic provides basic emergency medical care. Many firefighters, police officers, and civilians have this level of training. The EMT-Intermediate is trained to provide more advanced care, such as the administration of intravenous fluids and the use of defibrillators. The EMT-Paramedic provides the most complex care of all EMTs and may administer drugs orally and intravenously, interpret electrocardiograms (EKGs), perform endotracheal intubations, and use monitors and other complex equipment.

EMT and Paramedic credentials that require verification for credential-level assignment are shown below.

Table 2-16. Emergency Medical Technician/Paramedic: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*		✓	✓	
Certification/registration†				
Specialty certification/registration				
Clinically active in a hospital				
Clinically active		✓		
Record of adverse actions				
Inspector General status		✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice:* EMT possesses a verified, active, unrestricted, State-issued license or equivalent authority to practice as an EMT within the issuing State's scope-of-practice laws. For EMTs, the State authorization may be a license, registration from the National Registry of Emergency Medical Technicians, or State certification. Each State ESAR-VHP program must determine what credential is required to practice as an EMT or paramedic. For information on how to contact the National Registry of Emergency Medical Technicians, see Appendix A.

Licensed Practical Nurse (LPN) and Licensed Vocational Nurse (LVN)

Licensed practical nurses, also known as licensed vocational nurses, care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. They may work under the supervision of a registered nurse.

Licensed practical nurse and licensed vocational nurse credentials that require verification for credential-level assignment are shown below.

Table 2-17. Licensed Practical Nurse/Licensed Vocational Nurse: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice	✓	✓	✓	
Certification/registration				
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

Medical and Clinical Laboratory Technician (including Phlebotomist)

Medical or clinical laboratory technicians perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease, sometimes working under the supervision of a medical technologist. Education requirements, combined with the practical experience, vary among the several certifying organizations.

Some States require laboratory personnel to be licensed or registered. Information on licensure is available from State departments of health or boards of occupational licensing. For States that do not require licensure or registration, certification by one of a number of organizations is widely accepted by employers in the health care industry and is a prerequisite for most jobs.

Medical and clinical laboratory technician credentials that require verification for credential-level assignment are shown below.

Table 2-18. Medical/Clinical Laboratory Technician: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration†	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice*: Not all States require this occupation to be licensed. Those jurisdictions that do not license this profession should collect certification/registration information only and verify accordingly.

† *Certification/registration*: Verification of certification/registration is required only if States do not require this occupation to be licensed. Certifying bodies and the certifications/registrations they offer appear in appendix A.

Medical and Clinical Laboratory Technologist

Medical or clinical laboratory technologists are highly trained and more specialized than clinical laboratory technicians. Technologists, in general, perform laboratory procedures on human tissue and fluids to help physicians identify disease or determine the health of patients. Medical and clinical laboratory technologists may conduct very sophisticated analyses, evaluate and interpret results, integrate data, solve problems, consult, conduct research, and develop new test methods.

Some States require laboratory personnel to be licensed or registered. Information on licensure is available from State departments of health or boards of occupational licensing. For States that do not require licensure or registration, certification by one of a number of organizations is widely accepted by employers in the healthcare industry and is a prerequisite for most jobs.

Medical and clinical laboratory technologist credentials that require verification for credential-level assignment are shown below.

Table 2-19. Medical/Clinical Laboratory Technologist: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration†	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice*: Regulation of the profession varies from State to State, but national certifications attest to knowledge and experience. Those jurisdictions that do not license this profession should collect certification/registration information only and verify.

† *Certification/registration*: Verification of certification/registration is required only if States do not require this occupation to be licensed. Certifying bodies and the certifications/registrations they offer appear in appendix A.

Medical Records and Health Information Technician

Medical records and health information technicians compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical administrative, ethical, legal, and regulatory requirements of the healthcare system. They ensure that all forms are properly completed, identified, and signed. Medical and health information technicians assign a code to each diagnosis and procedure according to the diagnostic-related groups (DRGs) for reimbursement by healthcare insurance, Medicare, or Medicaid. Duties and responsibilities vary according to the size of the facility.

Medical records and health information technician credentials that require verification for credential-level assignment are shown below.

Table 2-20. Medical Records/Health Information Technician: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice				
Certification/registration	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

Radiologic Technologist and Technician

Radiologic technologists and technicians also referred to as radiographers, produce X rays and CAT scans, and inject nonradioactive materials into a patient's blood stream for diagnostic purposes. The profession includes technologists who specialize in other modalities, such as computed tomography, ultrasound, and magnetic resonance imaging.

Radiologic technologists and technicians must follow prescribers' orders precisely and conform to regulations on the use of radiation to protect themselves, their patients, and their co-workers from unnecessary exposure. In addition to preparing patients and operating equipment, radiologic technologists and technicians maintain patient records and adjust and maintain equipment. They also prepare work schedules, evaluate equipment purchases, or manage a radiology department.

Radiologic technologist and technician credentials that require verification for credential-level assignment are shown below.

Table 2-21. Radiologic Technologist/Technician: Credential Elements and Associated Credential Levels

Credential Element	ESAR-VHP Credential Level			
	1	2	3	4
Unencumbered license or equivalent State authorization to practice*	✓	✓	✓	
Certification/registration†	✓	✓	✓	
Specialty certification/registration				
Clinically active in a hospital	✓			
Clinically active		✓		
Record of adverse actions				
Inspector General status	✓	✓	✓	✓
DEA registration				
Education or Experience				✓

✓ Verified credential

* *Unencumbered license or equivalent State authorization to practice*: Radiologic technologist or technician possesses a verified, active, unrestricted, State-issued license or other credential. As of March 2006, 10 States are not licensing radiologic technologists or technicians

Alabama
Alaska
District of Columbia
Georgia
Idaho

Missouri
New Hampshire
North Carolina
Oklahoma
South Dakota

For States that do not license this occupation, certification/registration/registration information must be collected and verified.

[†] *Certification/registration:* The radiologic technologist or technician possesses certification issued by the American Registry of Radiologic Technologists (ARRT) recognizing that the radiology technologist or technician has complied with standards of ethics, completed an approved educational program, and passed a national certifying examination. Employers in States that do not license this profession look favorably on this certification as an indication of competency. Verification of certification/registration is required only if States do not require this occupation to be licensed. Certifying bodies and the certifications/registrations they offer appear in appendix A.

DRAFT